



# WPA Full-Time Benefits Summary

MEDICAL		DENTAL	OTHER
Employer paid portion of Medical/Dental: 95%		Employee paid portion of Medical/Dental: 5%	
Regence Copay E w/ Vision Deductible: \$250 Single; \$750 Family; Eligible 1 <sup>st</sup> after date of hire (1st=1st)	CIS Dental II- Calendar year deductible-\$0; Calendar year maximum-\$1500	Flexible Spending Account (FSA)- You can contribute \$2850 for health care expenses in 2023; up to \$570 can be carried over.	
	Kaiser Dental II- No deductible; Calendar year maximum-\$2000	Employee Assistance Program (EAP)- Through Canopy AFLAC through payroll deduction	
Kaiser Copay B with Vision Out-of-Pocket: \$1500 Single; \$3000 Family; Eligible 1 <sup>st</sup> after date of hire (1st=1st)	Willamette Dental A- No deductible; No annual maximum	For Regence plan only, access to Hinge Health for joint & muscle care and access to Surgery Plus services.	
		Nationwide Pet Insurance through payroll deduction Allstate Identity Theft Protection services	
LIFE INSURANCE/AD&D/LTD/STATUTORY LIFE			
City Sponsored Life Insurance Policy and AD&D Policy: In the value of one year of employee's salary City Sponsored Long Term Disability (LTD) Policy: In the value of 66.67% of monthly pay up to \$8,000 24-hr Double-Indemnity AD&D Policy: \$1,000 Policies Effective: 1 <sup>st</sup> after date of hire			
City Sponsored Statutory Life Policy: \$10,000      Policy Effective: Date of hire			
Supplemental Employee/Spouse/Dependent Life Insurance: Voluntary, amount is designated by employee Effective: New hire- 1 <sup>st</sup> after date of hire      Current Employee-Apply during open enrollment, January 1 effective			
RETIREMENT PROGRAMS			
Public Employees Retirement System (PERS): City picks up employee's 6% contribution; new hires are PERS eligible after working 600 hours in a 1-year period			
Deferred Compensation: 457 plan administered by Mission Square Eligible: Employee may sign up to contribute at any time      Effective: 1 <sup>st</sup> of month after employee signs up for plan			
PAID VACATION*		OTHER LEAVES	
Length of Service	Days Per Year (8 hour days)	Police Holiday Pay: 8 or 10 hour Shifts: Earn 13 hours a month 12-hour Shifts: Earn 15 hours a month Accrual and use begins date of hire.	
0-59 Months	12 days	Paid Bereavement Leave: Up to 5 days of bereavement leave for qualifying employees; additional unpaid/paid available through OFLA.	
60-119 Months	16.5 days		
120-179 Months	19.5 days	Paid Jury Duty Leave: For qualifying employees when they are called for jury duty, see WPA contract for specifics.	
180-239 Months	21 days		
240-299 Months	24 days	Paid Sick Leave: 96 hours annually, accruing equally in 26 pay periods. Available for use after first 90 days of employment.	
300 + Months	25.5 days		
*Available for use after 6 months			
ADDITIONAL CITY BENEFITS			
Commuter Benefits: With City badge, free ridership on Woodburn Transit Fixed Route; on-site bike racks at select City locations. Wellness Benefits: Free employee access to pool, exercise room, and classes at Woodburn Aquatic Center. \$150 in Amazon rewards per year through BeyondWell program.			